



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

KERALA CIRCLE

(Largest Association of Executives in BSNL)
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No.SNEA/Kerala/2021-22/34

dated 27-April-2022

To

The Chief General Manager,
BSNL Kerala Circle.

Sub:- Sub: Request for cancellation of irregular transfer order issued to Sri. Jayan PS, JTO, Trivandrum BA - reg.

Ref:

(i) KRLCO-11/20(2)/7/2020-HR AND ADMN dtd at TVM -33 the 20.04.22

(ii) KRLCO-11/20(2)/7/2020-HR AND ADMN dtd at TVM-33 the 23.04.22

Respected Sir,

Kindly refer to the transfer orders cited above. As per the letter under reference (i), Smt. Muhsina A. N., SDE, HR No. 1002909 has been transferred to Circle Office under GM (EB). Subsequently this order was cancelled and Sri. Jayan P S, JTO, HR No. 200611 has been transferred to Circle Office under GM (EB) vide letter under reference (ii).

These two officers are holding the responsibilities of EB – CRM activities of Trivandrum BA. These transfer orders are against the existing practices and procedures and seem to be irregular. In this regard the following facts are submitted for your benign consideration.

1. Smt. Muhsina A N, joined the Trivandrum BA on 01.01.2020. She has just completed two years in the EB-CRM vertical. She didn't request or opt for a transfer to Circle Office and would like to continue to work as Sub-Divisional Engineer in Trivandrum BA.
2. Sri. Jayan P S joined the Trivandrum BA in March 2017 and joined EB CRM vertical on 19.05.2017. He also didn't request or opt for a transfer to Circle Office and would like to continue to work as JTO in Trivandrum BA.
3. These two officers are not at the verge of transfers based on any of the long stay list published by the BSNL.
4. It is understood that the transfer orders are issued to enrich the EB-CRM team of the circle office. If management perceives that the entire CRM team of Circle office is quite unaware of CRM software operations of BSNL, it is suggested to depute experienced CRM professionals from Trivandrum BA to Circle office to train the CRM team of circle office to the expected level of proficiency. This will help to resolve the issues without the implementation of selective choose and pick transfers.

There are thirteen executives at the level of SDE/JTOs who are presently working at the EB Team of Circle office. It is suggested to identify personnel from among them for imparting the CRM training so that these type irregular transfers can be avoided. The well versed professional knowledge should not be a burden or punishment for the performing executives.

5. After the restructuring, the EB team of Trivandrum BA is too lean in structure with just six executives in the cadre of SDE/JTOs amidst the huge business Potential in the BA. Moreover, more executives are under orders to transfer to the EB wing of Circle office and are expected to join very soon.

We are thankful for the cancellation of the transfer order issued to Smt. Muhsina A. N. It is requested to cancel the selective transfer order issued to Sri. Jayan P S and allow him to remain in Trivandrum BA itself. Taking into account the prevailing situations, It is once again requested to consider deputation of officers for the requisite knowledge transfer and to avoid selective transfers.

Thanking You,
Sincerely Yours



Jithesh K P

Circle Secretary, SNEA Kerala Circle

Copy to – GM (HR & Admin), KL Circle.